

Message Text

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ACTION NEA-12

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C O N F I D E N T I A L TEHRAN 8204

ANKARA FOR REGIONAL LABOR ATTACHE AISLEY

E.O. 11652: N/A
TAGS: ELAB, IR
SUBJ: MANPOWER/EMPLOYMENT SURVEY BY BURNIE MERSON, AID/OLAB

REFS: A. TEHRAN 6681; B. TEHRAN 6940

SUMMARY: MANPOWER SPECIALIST MERSON, AFTER EXTENSIVE CONSULTATIONS WITH SENIOR OFFICIALS OF MINISTRY OF LABOR AND SOCIAL AFFAIRS, DEVELOPED AND SUBMITTED A REPORT TO MINLAB MOINI AND EMBASSY POINTING OUT POSSIBLE BILATERAL AND MULTILATERAL AVENUES OF US-IRANIAN COOPERATION IN MANPOWER DEVELOPMENT. PRELIMINARY ORAL COMMENTS BY MINLAB WERE POSITIVE, BUT INDICATED NEED ON PART OF GOI TO SORT OUT POLICY PRIORITIES AND FURTHER DEFINE SPECIFIC AREAS FOR U.S. OFFICIAL AND PRIVATE ASSISTANCE.

1. BURNIE MERSON, OLAB/AID, RECENTLY COMPLETED A THIRTY-DAY SURVEY OF MANPOWER AND EMPLOYMENT ACTIVITIES OF MINISTRY OF LABOR AND SOCIAL AFFAIRS AT INVITATION OF MINLAB MOINI. MERSON SUBMITTED TO MINLAB AND EMBASSY TWELVE-PAGE REPORT PLUS ANNEXES (FOLLOWS BY SEPARATE AIRGRAM) DISTILLING OBSERVATIONS AND RECOMMENDATIONS. KCIY RECOMMENDATION WAS THAT MINLAB
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DISPATCH COMPETENT TEAM TO U.S. FOR DIRECT DISCUSSIONS

WITH AID AND DEPARTMENT OF LABOR SPECIALISTS WITH AIM OF DEFINING MINISTRY'S SPECIFIC NEEDS AND IDENTIFYING U.S. GOVERNMENTAL AND PRIVATE SECTOR RESOURCES TO MEET THOSE NEEDS.

2. MOINI ORALLY AGREED WITH ABOVE RECOMMENDATION AND STATED THAT WRITTEN RESPONSE TO MERSON REPORT WOULD BE SUBMITTED TO EMBASSY FOLLOWING DISCUSSION OF REPORT WITH PLAN ORGANIZATION AND PRIME MINISTER HOVEYDA. MOINI APPEARED PARTICULARLY INTERESTED IN POSSIBILITIES FOR OBTAINING U.S. EXPERTISE IN REGIONAL FRAMEWORK SUCH AS THROUGH CENTO AND ECAFE AND ALSO VIA UNDP/ILO AND OECD DEVELOPMENT CENTER. MINLAB UNDERSECRETARY FARZANEH COMMENTED THAT GOVERNMENT TO GOVERNMENT AGREEMENT UNDER WHICH CONTRACTING U.S. GOVERNMENT AGENCY WOULD UNDERTAKE TO LOCATE COMPETENT ORGANIZATIONS TO PERFORM TRAINING, RESEARCH, AND OTHER SERVICES WAS ALSO POSSIBLE AND DESIRABLE. MODALITIES OF SUCH CONTRACT, REIMBURSEMENT TO U.S. CONTRACTOR, AND FUNDING BY GOI NOT SPELLED OUT, HOWEVER. (COMMENT: WOULD APPRECIATE DEPARTMENT'S COMMENTS ON APPLICABILITY OF THE AGRICULTURE AGREEMENT CITED IN REFERENCE B AS POSSIBLE MODEL FOR AGREEMENT WITH MINLAB FOR PROVISION OF TECHNICAL SERVICES ON REIMBURSABLE BASIS. IN HIS REPORT, MERSON CITED EXAMPLE OF PREVIOUS AID CONTRACTS WITH PROFESSIONAL ORGANIZATIONS SUCH AS AMERICAN SOCIETY FOR TRAINING AND DEVELOPMENT (ASTD) AND INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY (IAPES).

3. QUESTION OF RETENTION BY MINLAB OF MERSON'S OWN SERVICES HERE ON FULL OR PART-TIME BASIS REMAINS MOOT. MERSON REPORT RECOMMENDED HE MIGHT BE OF MORE VALUE TO MINLAB BY REMAINING IN PRESENT CAPACITY IN WASHINGTON WITH PROVISION FOR OCCASIONAL TDY'S TO IRAN AT GOI EXPENSE, THUS ACTING INFORMALLY AS COORDINATOR FOR FUTURE CONTACTS BETWEEN MINLAB AND U.S. OFFICIAL AND PRIVATE AGENCIES WITH POTENTIAL FOR ASSISTING IN MINISTRY MANPOWER AND EMPLOYMENT PROGRAMS. MOINI INDICATED HE PRESENTLY FAVORED THIS APPROACH. MERSON SEES

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CLIMATE FAVORING PLACEMENT OF MORE U.S. LABOR ADVISORS IN IRAN UNDER UNDP/ILO AUSPICES, PERHAPS UTILIZING PROVISION FOR SALARY TOPPING AS REQUIRED, AND BELIEVES THAT GOI WOULD BE WILLING TO NOMINATE QUALIFIED U.S. ADVISORS TO EXISTING ILO SLOTS HERE.

4. IN DISCUSSIONS WITH EMBASSY, MERSON IDENTIFIED SEVERAL POSSIBLE OPPORTUNITIES FOR U.S. PRIVATE SECTOR

PARTICIPATION IN MINLAB PROGRAMS INCLUDING UNIVERSITY-LINKED MANPOWER/EMPLOYMENT RESEARCH, VOCATIONAL TRAINING, ASSISTANCE TO THE TECHNICAL ASPECTS OF JOB-MATCHING IN THE EMPLOYMENT CENTERS, AND SALES OF EQUIPMENT. DIRECT CONTRACTS BETWEEN MINLAB AND PRIVATE U.S. ORGANIZATIONS ARE NOT SEEN TO BE PRECLUDED, DESPITE THE MINISTRY'S SEEMING PREDILECTION FOR A U.S. GOVERNMENT INTERMEDIARY (WHICH MAY IN PART BE RELATED TO COMPLEXITIES IN GOI REGULATIONS FOR THE OBTAINING OF PRIVATE SERVICES ON A COMPETITIVE BID BASIS).

5. OBVIOUS IN DISCUSSIONS WITH SENIOR MINLAB OFFICIALS WAS THE FACT THAT MINLAB IS ONLY ONE OF SEVERAL SOMETIMES COMPETING GOI AGENCIES IN MANPOWER DEVELOPMENT FIELD. MOREOVER, MINLAB ALREADY UTILIZING SERVICES OF SEVERAL FOREIGN EXPERTS UNDER BILATERAL AND UNDP PROGRAMS IN MANPOWER/EMPLOYMENT AREA. MOINI IS SEEKING CLEARER AUTHORITY TO PURSUE DISCUSSIONS WITH U.S. FOR ASSISTANCE IN MINISTRY-RELATED PROGRAMS. MOINI'S ULTIMATE RESPONSE TO SUGGESTION IN MERSON REPORT FOR TALKS IN WASHINGTON TO CRYSTALLIZE MINISTRY'S REQUIREMENTS WILL PROVIDE, WE FEEL, A SIGNIFICANT INDICATION OF GOI READINESS TO FOLLOW THROUGH ON DESIRE FOR GREATER U.S. PARTICIPATION IMPLICIT IN MOINI INVITATION FOR MERSON SURVEY. IN MEANTIME DEPARTMENT MAY WISH INITIATE CONTACTS WITH OTHER CONCERNED U.S. AGENCIES IN ORDER COORDINATE PLANNING FOR POSSIBLE VISIT.
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